

Bargaining Unit 7
Non-Supervisory Groups and Crafts
International Brotherhood of Electrical Workers, Local Union 100 (IBEW)

Benefit	Description
Health & Welfare: medical, dental and vision (Employee and dependents)	As of 07/01/2015 PPO Plan Premium = \$1,176.00 City Contributes \$859.00 Employee Contributes \$317.00 If no employee contribution, medical benefits are reduced 32%
Retirement *	City = 12.04% Employee picks up 4% of City contribution Employee (Average) = 8.46% (2%/year @ 55 w/5 years) DROP
Life Insurance	None
Short Term Disability	Provided through California SDI program
Long Term Disability	None
Deferred Compensation	Savings/Mutual Funds No City Contribution
Holidays	Holidays = 10 Birthday = 1
Vacation (Days per year/Hours per month) (Available after 6 months)	1 – 4 years = 12/8 5 – 9 years = 13/8.667 10 – 19 years = 15/10 20+ years = 20/13.334
Sick Leave (Available after 6 months)	8 hours per month
Family Sick Leave	Up to 48 hours of accrued sick leave per fiscal year
Uniform Allowance	City contracted uniform service, cost shared 50/50
Bonus Time Off	If no more than 4 hrs used in a 3 month period = ½ day If no lost time in a 3 month period = 1 day If no lost time in 12 consecutive months = 1 additional day
Bilingual	\$50.00 per month
Workers' Compensation	66.67% of compensation
Health Reimbursement Arrangement (HRA)	To pay premiums for post-retirement medical insurance

*	Employees Retirement System = Vested after completing 5 years of service
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